

# Built-for-Government Talent Management

*“The benefits of our enhanced recruiting environment include an easy way for applicants to find and apply for jobs, and a more efficient process for staff to review and move qualified applicants through the application process. The hiring departments also receive applications more quickly and can be notified as applicants apply for openings.”*

Florie Bozzella,  
Director of Human Resources,  
Anne Arundel County Public  
Schools, Maryland

## **ATTRACT, DEVELOP, AND RETAIN TALENT**

Efficient and flexible people are at the core of state and local business. Yet growing competition and a shrinking talent pool has made attracting, developing, and retaining talented staff one of the greatest human resources challenges in the public sector. To address this challenge, organizations are looking to establish a more efficient and effective talent management process.

Many organizations will look to their existing ERP vendor for help. But most vendors are focused on the larger HRM application and do not always offer the deep functionality needed to solve the problem.

CGI is committed to serving the needs of state and local government with a powerful combination of technology and comprehensive, integrated business applications. With AMS Advantage® ERP, government human resources professionals leverage a full-cycle, end-to-end electronic recruiting solution. Powered by Kenexa's top-ranking recruiting software, our clients secure the best of both worlds: built-for-government human resources management integrated with best-of-breed talent management.

### **Return on investment**

Through our exclusive partnership with Kenexa, clients can tap into talent management best practices and a proven software solution to achieve measurable results in record time. AMS Advantage Talent Management helps recruiters and managers meet their workforce planning needs by enabling immediate access to certification lists, which is a set of eligible candidates for a specific job, and providing support in all aspects of the recruiting process.

.AMS Advantage Talent Management provides:

- Centralized and paperless management of the recruiting process—eliminating process redundancy, bottlenecks, and communications gaps
- Tracking of recruitment metrics and the ability to customize reports and forms
- Equal access to all candidates, improved EEO information retention, and assurance of such transparent procedures as fair competition and the promotion of public access to pay scales and recall lists
- Improved operational efficiencies and reduced recurring costs by aligning with state and local-specific workflows and processes
- Quick installation and time to production for rapid return on investment
- Intuitive interface and industry-leading feature sets for easy integration and ease of use

### Robust and user-friendly features

AMS Advantage Talent Management is a highly configurable solution that meets the demands of your public sector organization.

Features	Benefits
Patented eLink technology	Non-system users, such as hiring managers, candidates, and executives have controlled access to functionality and information, and can act on that information without special training or passwords.
Applicant self-service	Internal and external applicants enter, upload, and maintain their information. Users check job status, create a searchable profile, and apply for multiple job opportunities through a single click. Resumes, cover letters, and applications are filled out online through a career portal.
Customized reporting	Users can create ad hoc reporting, such as EEO reporting and candidate retention from virtually any field in any form used during the hiring process.
Online gateways	Customizable to the intricacies of your organization, online gateways ensure targeted, candidate-friendly environments. Includes a collection of out-of-the-box gateways, such as an employee referral gateway and an internal gateway.
User-friendly design tools	Users can administer and configure many features of the system without formal programming, and perform dozens of system tasks.
ASP technology and services	Solution can run without the overhead and expenses associated with an in-house application; ensures 24/7 access to candidates, recruiters, and employees from any Internet browser.
Assessment Platform for Candidate Testing	An assessment platform is available to place testing services in a state-of-the-art environment. By identifying the “right” employee early, organizations can save time and money, and avoid the hidden costs of a “poor” hire.
Kenexa Provelt!®	An automated, easily configurable skills assessment tool enables our clients to accurately identify qualified candidates. Integrating software with proprietary content, there are over 900 skills assessments for clerical, software, call center, industrial, healthcare, technical jobs.
Event Manager	Users can plan and execute recruiting events such as interview days, group assessments, or campus meetings. Event Manager enables scheduling of activities, staff, venues, and candidates—automatically creating a plan to make the most effective use of the day.

### CORPORATE PROFILE

At CGI, we’re in the business of satisfying clients. For 30 years, we’ve operated upon the principles of sharing in clients’ challenges and delivering quality services to solve them. A leading IT and business process services provider, CGI has approximately 25,000 professionals operating in 100+ worldwide offices.

Through our leading ERP suite, AMS Advantage, CGI has helped 190+ state and local organizations better serve 90+ million citizens. Designed exclusively to support the business of government, CGI’s AMS Advantage solution allows clients to improve operational efficiencies, constituent services and performance—all while reducing costs.

For more information, contact CGI at 1.800.321.0267.